

ADMINISTRATIVE-INTERNAL USE ONLY

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20 SEP 1978

MEMORANDUM FOR: Director, Office of Imagery Analysis

FROM : Office of Imagery Analysis Management Advisory Group

SUBJECT : Recommendation that the OIA Management Advisory Group be Discontinued

1. During recent meetings between the OIA Director and members of the OIA Management Advisory Group (MAG), serious concerns were raised by the Director about the viability and future of the OIA MAG. The Director asked what specific projects the MAG was currently involved with and what future projects were contemplated. It was also clear that the Director could not support the existence of a group that did not have an active program and a more systematic set of operating procedures.

2. The initial response by the MAG was that it need not have ongoing projects to justify its existence. And indeed it seemed that the MAG performed a valuable function by providing a forum for voicing employee concerns. While a solution might not be possible, in some cases ready explanations for these problems were provided to the employee by those on the MAG. In other cases, a MAG member was able to seek out information on a particular problem. Additionally, the MAG was an existing mechanism which by-passed the official chain of command to provide a ready communications link or operating mechanism between the front office and employees.

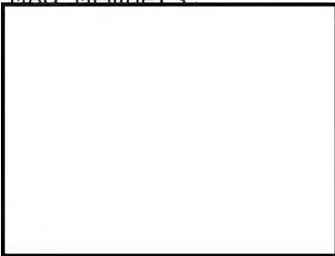
3. A sampling of employee opinions regarding the OIA MAG revealed differing opinions of what the MAG should be and what it could do. Some felt it should be primarily a sort of grievance board for employees. The group felt that while this might be useful, there was a chance this might circumvent existing chains of command and would not be desirable.

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4. After further consideration by members of the group, we found that the MAG as a standing committee was not vital to OIA's operation. In addition, the group believed that while the MAG in its current format provided some valuable services to OIA, ad hoc groups would probably be equally successful. Such temporary groups could be composed of OIA personnel specifically selected for their particular interest or skills. As a result of these considerations, the OIA MAG recommends that its existence is not necessary and should be discontinued.

OIA MAG Members:



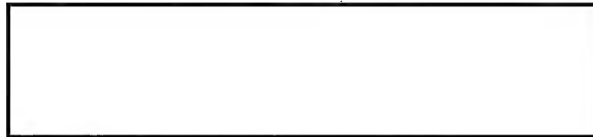
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SUBJECT: Thoughts on the Director's Luncheon of 4 August 1978

The luncheon provided a good mutual exchange of ideas and was generally felt to be valuable to both the front office and to the attendees. Most attendees thought the luncheon was an effective tool for communicating front office thoughts on policy rationale as well as a forum for analysts' views. Indeed, it was felt by several analysts that their views should be of particular value to the front office. I felt that some analysts were flattered to have been given a chance to express themselves freely.

Most attendees agreed that they composed a homogeneous group and that this composition was much better than a heterogeneous group. A homogeneous group has a narrower band of interests and thus can identify a range of discussion topics that closely follow the group's interests. This fact ensures the group's attention and participation during the luncheon. The senior analysts generally believed this reasoning would apply equally to all homogeneous groups.

The overall format of the luncheon was felt to be good. This includes the pre-luncheon agenda of questions as well as the size of the group. Several analysts suggested that if changes to the format are contemplated that some thought be given to reducing the size of the group to five or six. It was also suggested that the director's responses to major topics of discussion be prepared for dissemination to attendees and other interested people.



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OIA Management Advisory Group

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(Analyst)

Questions for the Directors Luncheon
4 August 1978

1. What is the status of the new promotion guidelines?
2. Does OIA Favor the proposed "2 track" career development program? How will it be implemented?
3. Current intelligence. What direction are we headed?
4. The creation of several new support positions to assimilate the increasing amounts of film appears to be needed.
5. What are the unique responsibilities of the "senior analyst"? Why can't the senior analyst obtain staff assignments - either within OIA or in the production offices?
6. Has the "Front office" looked into short term assignments to the production offices directed toward specific, mutual intelligence problems?
7. Is OIA pushing the "joint paper" concept?
8. How do you perceive the impact within the intelligence community of reports generated by OIA?
9. It appears that OIA is behind in hiring. What is being done to correct this situation?